

The Truth!

A knowledge base for the MDC Officer

Contrast and Compare

The case of a Deputy-Chief; the Wife; and you.

We find the current crack-down on tardiness and sick leave usage amusing. Last year Valerie Perea (Deputy Chief Perea's hired on girlfriend; then fiancé; and ultimately spouse), a probationary line officer, missed twenty-six work days in a four month period. No, we aren't including the time off taken for the marriage ceremony and honeymoon...we are talking AFTER the marriage.

Twenty-six work days missed. TWENTY-SIX days in a four month period. That equals FIVE WEEKS (plus) of missed work in a sixteen week period of time. That equals TWO-HUNDRED-EIGHT hours or almost TWELVE-THOUSAND-FIVE-HUNDRED minutes of time missed in FOUR months.

Did we mention there is currently an Officer facing a ten-day SUSPENSION for being tardy nine times in nine months? How many of you have received a notice of investigation for being one minute late? Five minutes late?

Continuing, despite policy to the contrary, Deputy-Chief Perea called in on his wife's behalf. And during the Chief of Correction's wedding ANOTHER Deputy-Chief called in for sick leave on Valerie's behalf? Yes, HE/THEY called the Shift Commander and stated his wife (Valerie) was not going to be in for work. Now just ponder what would happen to any one of the line staff if your spouse/significant other called in sick for you...one would presume we all need to marry a Deputy-Chief?

So what happened to Deputy-Chief Perea's spouse for missing twenty-six days of work in four months? Mrs. Perea was given a job elsewhere in the County! No, she wasn't fired like so many others...just moved to another job. Wouldn't you expect the same for all of us?

And what happened to Deputy-Chief Perea for the abuse of power...nepotism...and breaking of several policies the rest of us will face "up to, and including, termination" over? Well, he's still up there isn't he?

With all of this reported, we need to get to the point. The real problem with all this nonsense, beyond the obvious, is all of it was reported to your Chief of Correction's Ronald Torres. We reported this information to him on several occasions and begged for him to take corrective action.

Action taken? Zip, zero, zilch, nada. Goose egg.

The sad truth is this information had to go above the Chief of Corrections for something to be done. No suspensions, termination, or "staffing update" from the payroll department, Sport's Fans...just a quiet move to another job in the County.

So, when you read a message from the Chief stating he is "proud to be your Chief," the real question is: "Are you proud he is YOUR Chief?"

The Mail Room

It seems the mail room has been utilized for more than just passing mail lately! <Gasp!> Surprise, surprise, surprise! One of the leadership principles cited in almost every piece of literature regarding 'leadership' is "setting the example." Well, ladies and gentleman, the example has been set!! Is there any question as to what is acceptable behavior? Just be sure to do these "activities" ON YOUR BREAK!

CDL Drivers

All the kinks were worked out of the system regarding the CDL specialty pay, so if you have a CDL and want the specialty pay for it, get your information turned in.

Union Meeting June 2

This meeting is special, with guest speaker Brandt Milstein (The Law Firm Youtz & Valdez) to speak about the pending Fair Labor Standards Act (FLSA) Lawsuit regarding late relief at the facility. Mr. Milstein wishes to explain the "in's and out's" of the lawsuit; who it applies to; and field any questions you may have.

Contract negotiations are beginning shortly and your thoughts are important. Present your ideas at the meeting so all can be heard. If you can't make the meeting, send an email to Local 2499.

All Union Officials need to be present for swearing in.

The meeting will commence at 1730 hours with Mr. Milstein scheduled to arrive at 1800 hours.

The Truth!



Policy Changes?

During the most recent rounds of 'In-service Training' Instructors were heard saying, the Chief "says you are in charge of your pods" and "you will make the call" (or words to that effect). Additionally, it was stated a large portion of the supervising staff were complaining about the number of times they are called to pods over seemingly trivial matters.

There is one reason for this, and that is policy. The Facility doesn't trust you with the "call" in the pod, and such, has written the policy to attack you when you do take charge in the pod. Some important passages from the beautiful six-hundred page (plus) document known as the MDC Policy and Procedure Manual (PPM):

Article 322; E; 1; in part reads: "...When an inmate refuses a lawful command the employee will request assistance." Simply put, this policy reads: If you tell an inmate to tuck in his shirt, and he doesn't, you are to call for backup. Period.

Article 322; E; 3; in part reads: "...A supervisor will be notified before any use of force unless the circumstances do not allow it." This really muddies the water up because we are, or so it is rumored, a direct supervision facility. According to our Use of Force Continuum we are operating at Level Two use of force the whole shift, but yet policy reads we have to notify a supervisor before ANY USE OF FORCE. Feeling good about your job and the Administration having your back yet?

Article 322; F; 8; reads: "Employees shall avoid one on one confrontation with inmates and will call for assistance or back out of a potential one on one situation." When you tell an inmate to "tuck in his shirt," THAT is a confrontation. When you tell an inmate to "put his hands on the wall" for a pat down, THAT is a confrontation. When you tell an inmate to "go to his cell," THAT is a confrontation. When you open the cell door and demand the names of the prisoners for the well-being check, THAT is a confrontation. Now that you've started a confrontation as required by your employer, your employer expects you to BACK DOWN and retreat (run away?) when the prisoner doesn't obey?

Now let's go back and think about what was stated during in-service training. Are those statements in line with policy?

The Golden Rule of survival at MDC: (Until the policy is fixed) "When ANYTHING isn't going as you like, call a supervisor or a 10-82. They can't fire you for that."

PERA?

The final word was given by the State Legislature regarding PERA and any changes they were going to make to the system. There is an "exploratory committee" formed to study PERA for the next two years with the mandate to recommend changes at the end of that period. So your PERA is safe for at least two more years.

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Election Results

President

Stephen Perkins

Vice President

Eric Allen

Executive Board

Ronnie Allen

Janet Hill-King

Joseph Trujeque

Secretary Treasurer

Sharon Vigil

Recording Secretary

Chris Sanchez

Trustees

Anthony Cordova

Francisco Cordova

Skip Marquardt



Notable Quotes

“Power tends to corrupt; absolute power corrupts absolutely.”

~John Emerich Edward Dalberg